

## LTA CODE OF CONDUCT

This Code of Conduct is issued by Lawn Tennis Association Limited (“LTA”), the governing body of the game of tennis (including lawn tennis and padel tennis) in Great Britain, the Channel Islands and the Isle of Man (“Game”).

### Am I covered by this Code of Conduct?

This Code of Conduct applies to all Participants in the Game, including all players, those who are supporting players (including parents), coaches, officials and volunteers, amongst many others, when engaging or participating in or with the Game on or off the court. For a full list of “Participants” covered by this Code of Conduct, please refer to paragraph 2 of Part A of the LTA Disciplinary Code<sup>1</sup>.

### What is the purpose of this Code of Conduct?

The purpose is to set out the standards of conduct that are expected and required of Participants. These standards reflect the LTA’s vision to open tennis up, the LTA’s mission to grow tennis by making it more relevant, accessible, welcoming and enjoyable and the LTA’s inclusion strategy, as well as reflecting generally recognised standards of disciplined and good sporting behaviour.

### Which standards apply to me?

You will see that this Code of Conduct is arranged so that the standards which apply to every Participant (irrespective of their role or participation in the Game) are set out first and then, for certain Participant groups, additional more specific standards are set out which are applicable to that particular group. Please ensure that you are familiar with all standards applicable to you and note that not being aware of a standard will not be an acceptable reason for not complying.

### What are the consequences of not complying?

If you do not comply with any one or more of the standards set out in this Code of Conduct, then it may constitute “Misconduct” or “Prohibited Conduct” (in terms of the LTA Disciplinary Code) and/or be a breach of contractual obligations or of other relevant regulations (such as the LTA Competition Regulations<sup>2</sup>, the LTA Coach Accreditation Regulations<sup>3</sup>, the LTA Official Licensing Regulations<sup>4</sup> and/or the LTA Venue Registration Regulations<sup>5</sup>) and so may result in the LTA bringing disciplinary proceedings or taking other action against you.

Please note that the LTA Disciplinary Code includes (among other things) the LTA Disciplinary Regulations, LTA Safeguarding Regulations, LTA Anti-Doping Regulations and LTA Anti-Corruption Regulations.

## STANDARDS OF CONDUCT FOR ALL PARTICIPANTS

### 1. Each Participant must:

- 1.1 conduct themselves, and ensure that any person supporting, working with, treating or assisting them (including any Player Support Person<sup>6</sup>) conducts themselves, in a professional and appropriate manner and in accordance with the highest standards of disciplined and sporting behaviour and integrity, consistent with the LTA’s vision and mission, and in the best interests of the Game<sup>7</sup>;
- 1.2 help to create a safe, inclusive, accessible, welcoming and enjoyable environment, both on and off the court;
- 1.3 treat all other Participants (including officials) fairly and with respect;
- 1.4 encourage other Participants to have respect for one another and to conduct themselves with integrity;
- 1.5 not verbally, physically or emotionally abuse any other Participant in any way;
- 1.6 not act or do anything (physically and/or orally) in a violent, threatening, intimidating, harassing or deliberately provocative way or in a way which may reasonably be interpreted as such (which interpretation may arise from the repetitive nature, cumulative effect and/or pattern of behaviour), or which is, or may reasonably be interpreted as, intended to offend, insult, humiliate, ridicule or cause harm or fear;
- 1.7 value diversity, and not unlawfully discriminate against anyone, or treat anyone less favourably or unfavourably, by reason of age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race (including colour, nationality, or ethnic or national origins), religion, belief (including religious, philosophical or lack of belief), sex or sexual orientation;

<sup>1</sup> <https://www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations/>

<sup>2</sup> <https://www.lta.org.uk/roles-and-venues/officials/competition-organiser-resources/competition-regulations/>

<sup>3</sup> The regulations (or similar) issued by the LTA relating to the accreditation of coaches by the LTA, as amended from time to time

<sup>4</sup> The regulations (or similar) issued by the LTA relating to the licensing of officials by the LTA, as amended from time to time

<sup>5</sup> The regulations (or similar) issued by the LTA relating to the registration of venues and the owners / operators of them by the LTA, as amended from time to time

<sup>6</sup> “Player Support Person”: any coach, trainer, manager, agent, representative, team staff, official, nutritionist, medical or paramedical personnel, any other person working with, treating or assisting a player, or any parent, guardian, carer, family member, relative, or other associate or supporter of a player

<sup>7</sup> N.B. if a Player Support Person fails to act in a professional and appropriate manner, then sanctions may be imposed upon the player whom they are “supporting”, in terms of the LTA Competition Regulations and/or under the LTA Disciplinary Code

- 1.8 not do anything<sup>8</sup>, on or off the court, that (i) is or may be (a) unsporting, (b) insulting, and/or (c) contrary to the integrity of, adversely affects and/or detrimental to the interests of, the Game, and/or (ii) brings or has the potential to bring the Game, a tennis event, another Participant, themselves, the LTA and/or a sponsor or other commercial partner of the LTA into disrepute;
- 1.9 not use any language, or make any communication or statement, on or off the court (including in e-mail, online, on social networking platforms or on group chat or messaging applications or sites) whether orally or in writing, that is or may be contrary to, or not compliant with, any other standard set out in this Code of Conduct;
- 1.10 not use an audible obscenity and/or make an obscene gesture of any kind (including towards another Participant) while participating in any way in, or in connection with, the Game (including playing, coaching, supporting and spectating);
- 1.11 take responsibility for their actions or conduct, and the effects of those actions or conduct, and not condone conduct that breaches this Code of Conduct;
- 1.12 comply with all rules, regulations, policies, codes of conduct, codes of behaviour, protocols and procedures adopted or issued from time to time by the LTA, the International Tennis Integrity Agency and UK Anti-Doping, and (to the extent applicable) by Tennis Europe, the ITF, the ATP/WTA and/or other governing bodies, associations and committees (as appropriate), including the LTA Disciplinary Code, LTA Competition Regulations, LTA Coach Accreditation Regulations, LTA Official Licensing Regulations and LTA Venue Registration Regulations;
- 1.13 comply with all laws, rules, regulations, guidelines, guidance and advice (including those relating to COVID-19) made or issued from time to time by the UK government (or any other relevant government, or governmental or public health department or authority) which directly or indirectly apply in connection with the Game or tennis in any way, including for participation in or travel (whether domestic or international) in connection with any participation in tennis;
- 1.14 keep confidential any confidential information disclosed to, or obtained by, them in their capacity as a Participant (for example, medical information relating to a player);
- 1.15 assist the LTA in ensuring the safety and welfare of children<sup>9</sup> and adults at risk who are involved in the Game or tennis in any way by maintaining appropriate standards of conduct and behaviour in their dealings with children and adults at risk in accordance with the LTA Safeguarding Policy<sup>10</sup>, and promptly report any concerns or worries to the LTA Safeguarding team;
- 1.16 not commit a criminal offence (or commit any act, or engage in other conduct, that would constitute a criminal offence), whether or not committed/conducted in a tennis context, that the LTA believes would adversely affect the sport, the reputation of the sport, any other Participant, the LTA and/or its commercial partners or sponsors;
- 1.17 not participate in, or in connection with, the Game in any way (including playing, coaching and officiating) having ingested or used or while under the influence (or potentially under the influence) of any (i) drug (except one required for legitimate medical treatment) or illegal substance of any kind, whether or not performance-enhancing, or (ii) "Prohibited Substance" in terms of the LTA Anti-Doping Regulations;
- 1.18 comply with the reasonable directions of the LTA or any official;
- 1.19 if so requested, cooperate fully with any LTA (or other governing or official body) investigation and provide comprehensive, honest and accurate information and responses; and
- 1.20 comply with the spirit and intent of the standards set out in this Code of Conduct.

## PLAYERS - ADDITIONAL STANDARDS OF CONDUCT

2. Each Player must:
- 2.1 act with honesty, integrity and in a sporting manner (including with regard to any on-court matters, such as line calls);
- 2.2 accept and respect (i) the authority of officials, (ii) the role of officials in ensuring that competitions are conducted fairly and according to the relevant rules and regulations, and (iii) decisions made by officials;
- 2.3 not violently, dangerously, in anger, or with the intention to cause harm or damage to a person, the object itself or another object or property, hit, kick, throw or use as a weapon, a tennis ball, racket, or other equipment;

<sup>8</sup> For example, unsporting and/or insulting behaviour might include comments relating to a lack of sporting ability or athletic potential or sporting classification (including wheelchair tennis sport class or sport class status), and/or socio-economic status

<sup>9</sup> A child is an individual under the age of 18

<sup>10</sup> <https://www.lta.org.uk/globalassets/about-lta/safeguarding/british-tennis-safeguarding-policy.pdf>

## 2.4 during any match:

- 2.4.1 not receive coaching (including during the warm-up), except (i) where play is suspended and the Players are off court, or (ii) where explicitly permitted in terms of the relevant competition rules or regulations<sup>11</sup>; 'coaching' is to be interpreted widely and considered to be communication, advice or instruction of any kind, audible or visible, and by any means, to a Player;
- 2.4.2 not leave the court (including during the warm-up) except with the permission of an appropriate official appointed in respect of the relevant match/competition (unless an appropriate official is not on the court and the player is calling for the referee in terms of LTA Competition Regulation 5.55);
- 2.4.3 not refuse to play or fail to be ready to play within 15 minutes of their match being called or within the allowed time due to a medical condition or treatment or having left the court with appropriate permission;
- 2.4.4 use their best efforts to win each match in which they participate; and
- 2.4.5 complete each match in which they participate unless they are not reasonably able to do so;

2.5 not play with or against a Participant who is under suspension or ban whether issued by the LTA's Judicial Panel, the ITF, the International Tennis Integrity Agency, UK Anti-Doping or any other competent body;

3. Each player who is supported by the LTA financially or in kind<sup>12</sup> (including those participating in or receiving, as applicable, a Junior Grand Slam grant, the Men's and Women's Programme, the National Age Group Programme, the Pro Scholarship Programme, the Tournament Bonus Scheme, the Wheelchair Elite Programme, official trips, national camps, trip grants, or by access to or use of any facilities or services at the National Tennis Centre or elsewhere) must:

- 3.1 make every effort to maximise their potential as a player by developing their sporting abilities in terms of skill, technique, tactics and fitness, prioritising their personal development, and giving maximum effort to strive for the best possible performance during each game and competition; and
- 3.2 conduct themselves in a professional and

considerate manner while at the National Tennis Centre (and any other venue used to facilitate LTA training or any matches), which includes:

- 3.2.1 being punctual to all sessions;
- 3.2.2 ensuring that they leave areas that they enter (e.g. player's lounge, bedrooms, café, gym, sports science rooms, etc) in a clean and tidy state;
- 3.2.3 wearing appropriate shoes and clothing; and
- 3.2.4 not smoking, drinking or being under the influence of alcohol.

## COACHES, PARENTS AND OTHER PLAYER SUPPORT PERSONS - ADDITIONAL STANDARDS OF CONDUCT

4. Each **parent, coach and other Player Support Person** must:

- 4.1 act as a positive role model by maintaining the highest standards of disciplined and sporting behaviour and projecting a favourable image of tennis and (where relevant) the tennis coaching profession or other Game-related vocation;
- 4.2 accept and respect (i) the authority of officials, (ii) the role of officials in ensuring that competitions are conducted fairly and according to the relevant rules and regulations, and (iii) decisions made by officials;
- 4.3 refrain from (i) becoming involved in any on-court/in-match matter, including line calls and scores; (ii) engaging with the player's opponent(s) and/or playing partner; and/or (iii) engaging with the opponent's Player Support Person(s) or any other Participant(s), other than in a positive and respectful manner;
- 4.4 act in the best interests of the player(s) they support, including by being honest, realistic and consistent with them, and teaching them (and accepting) that the player(s) can only do their best;
- 4.5 be sensitive to each player's self-esteem when providing constructive feedback, including where the player may have made a mistake or lost a match;
- 4.6 involve each player in decisions that will affect them;
- 4.7 prepare each player to respond to success and failure in a dignified manner and encourage and facilitate each player's

<sup>11</sup> For the avoidance of doubt, this is not permitted in terms of the LTA Competition Regulations

<sup>12</sup> Some other examples of support "in kind" would include provision of coaching, travel, food, accommodation, camps

and/or trips at no or reduced cost to the player and/or any Player Support Person. Please note that this is not an exhaustive list of what constitutes support "in kind"

independence and responsibility for their own behaviour, performance, decisions and actions;

- 4.8 actively discourage the ingestion or use of any (i) drug (except one required for legitimate medical treatment) or illegal substance of any kind, in either case whether or not performance-enhancing, or (ii) "Prohibited Substance" in terms of the LTA Anti-Doping Regulations;
5. Each **coach and other Player Support Person** (with the exception of the parent, guardian, carer, family member and relative of the player in question) must:
- 5.1 be aware of power imbalances that may arise between a coach or other Player Support Person and a player;
  - 5.2 maintain appropriate boundaries and relationships (including online, on social networking platforms or on group chat or messaging applications or sites<sup>13</sup>), and avoid any improper intimacy (sexual or otherwise) with a player while that relationship exists;
  - 5.3 ensure that any physical contact is appropriate and necessary, and is carried out within applicable guidelines, and (except in a medical emergency) only with the player's (and/or, if the player is under 18 or an adult at risk, their parent's, guardian's, carer's, family member's or relative's) consent;
  - 5.4 avoid situations with players that could be construed as improper or compromising, and actions that could be perceived as improper or inappropriate;
  - 5.5 avoid being alone (including for travel) with a child or an adult at risk<sup>14</sup>, except only when necessary for the proper performance of their professional services (for example, on court for 1:1 coaching session);
  - 5.6 when providing any service, provide a positive experience, appropriate to the age and developmental stage of each player, that respects their long-term welfare and best interests, and recognise the player's right to consult with other Player Support Persons and other specialists; and
  - 5.7 not misrepresent their qualifications, professional affiliations and/or experience.
6. Each **coach** must:
- 6.1 fully engage in and give maximum effort

during all training undertaken (including continuing professional development (CPD)) and when leading or otherwise delivering coaching; and

- 6.2 maintain a high level of personal hygiene and a professional appearance (including with regard to the equipment used and its state of repair).

## OFFICIALS - ADDITIONAL STANDARDS OF CONDUCT

7. Each official must:
- 7.1 act as a positive role model by maintaining the highest standards of disciplined and sporting behaviour and projecting a favourable image of tennis and of officiating;
  - 7.2 be honest, impartial, objective, and courteous both (i) with all players, other officials, Player Support Persons and other Participants, and (ii) when applying the rules of the Game (and aim to be consistent when doing so);
  - 7.3 avoid situations with players, Player Support Persons and other Participants that could be construed as compromising their impartiality and avoid actions that could be perceived as improper or inappropriate<sup>15</sup>;
  - 7.4 not accept gifts, hospitality or other benefits that might reasonably be thought to influence, or be intended to influence, their LTA-related decision-making or where doing so has the potential to bring the Game and/or the LTA into disrepute;
  - 7.5 not have conversations or otherwise interact with spectators while officiating, except in the ordinary course of controlling spectators during a match;
  - 7.6 not officiate any match in which they have a conflict or potential conflict of interest;
  - 7.7 not criticise or attempt to explain calls or decisions by other officials to anyone (including online, on social networking platforms or on group chat or messaging applications or sites), other than, privately, to those officials, the supervisor/referee and/or the chief umpire/manager, and/or to the LTA, the LTA's Judicial Panel, the International Tennis Integrity Association or the officiating department of the appropriate governing body;
  - 7.8 not misrepresent their qualifications, professional affiliations or experience;

<sup>13</sup> In the context of appropriateness, there must be no online/social media relationship with a child or an adult at risk, and no direct contact with them, unless that contact is (simultaneously as part of one and the same communication) sent to (i) the child's or adult at risk's parent, guardian or carer and/or (ii) another LTA accredited coach

<sup>14</sup> In this context, "being alone" is construed as there not being another adult present

<sup>15</sup> For example, inappropriately socialising with a player at an event at which they are officiating

- 7.9 be punctual and on time for all matches assigned to them;
- 7.10 when acting in their capacity as an official, maintain a high level of personal hygiene and a professional appearance, and wear the correct uniform (if any);
- 7.11 not consume any alcohol before any match on the day they are officiating (and, in any event, for at least 12 hours prior to officiating any match), or at any time on-site while play is in progress or while in their uniform; and
- 7.12 not officiate having ingested or used or while under the influence (or potentially under the influence) of any (i) drug (except one required for legitimate medical treatment<sup>16</sup>), (ii) other illegal substance, or (iii) "Prohibited Substance" in terms of the LTA Anti-Doping Regulations.

## **COUNCILLORS - ADDITIONAL STANDARDS OF CONDUCT**

### **8. Each Councillor must:**

- 8.1 keep confidential all confidential or business/commercially sensitive information disclosed to, or obtained by, them in that capacity and not use any such information for private purposes or disclose any such information to any third party;
- 8.2 not discuss any LTA-related matters with representatives of the media, unless specifically authorised to do so in the terms of their appointment to the Council or by the LTA CEO or by the LTA President or LTA Deputy President;
- 8.3 comply with any policy relevant to Councillors regarding conflicts of interests, and ensure that any real or perceived conflicts of interest are notified to the LTA company secretary through the annual declaration process and promptly on an interim basis if a new issue arises;
- 8.4 avoid situations where there may be a conflict or potential conflict of interest or any allegation of impropriety;
- 8.5 not accept gifts, hospitality or other benefits that might reasonably be thought to influence, or be intended to influence, their LTA-related decision-making or where doing so has the potential to bring the Game and/or the LTA into disrepute;
- 8.6 act in the best interests of the LTA and the Game, and in accordance with the LTA governing documents; and
- 8.7 adhere to and promote the values of the LTA.

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<sup>16</sup> Provided that if such drug may have side effects that could affect officiating performance, such as drowsiness, they must

notify the event organisers and LTA Officiating team immediately and in advance of officiating